

§ 127A-201.1. Definitions.

The following definitions apply in this Article:

- (1) **Benefit of employment.** – A term, condition, or privilege of employment, including any wages, salary, advantage, profit, privilege, gain, status, account, or interest that accrues by reason of an employment contract or agreement or an employer policy, plan, or practice. The definition also includes rights and benefits under a pension plan, a health plan, an employee stock ownership plan, insurance coverage and awards, bonuses, severance pay, supplemental unemployment benefits, vacations, and the opportunity to select work hours or location of employment.
- (2) **Qualified.** – Having the ability to perform the essential tasks of an employment position.
- (3) **Seniority.** – Longevity in employment together with any benefits of employment which accrue with, or are determined by, longevity in employment.
- (4) **State duty.** – Any of the following:
 - a. In the case of a member of the North Carolina National Guard, State active duty under an order of the Governor pursuant to this Chapter.
 - b. In the case of a member of the National Guard of another state, service under an order of the governor of that state, which is similar to State active duty. (2017-156, s. 1.)